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February 3, 2015

A Message from the Douglas County Board of Commissioners

Douglas County will be conducting a Dependent Eligibility Audit to ensure the eligibility status of all dependents receiving medical and dental coverage through the Group Benefit Plans currently with United Healthcare Medical and Delta Dental. We, along with many other governmental entities and companies, are conducting this audit for two important reasons.

First, Douglas County strongly values its employees and is committed to providing the best possible health and dental care at most reasonable rates available. Since we all share in those costs, the County has a responsibility to be fiscally responsible about the health and dental care spending. Second, the County, as plan sponsor, pledges to ensure that everyone who is covered is eligible for the coverage.

The County has partnered with AON Hewitt, a specializing firm, to conduct the Dependent Eligibility Audit on our behalf. In the coming weeks, you will begin to receive further information, instructions and audit requirements mailed to your home address. Please contact the Douglas County Human Resources Department to make any necessary changes to your postal address and/or telephone number to ensure you receive all communications accordingly and in a timely manner.

The Dependent Eligibility Audit will require ALL Douglas County employees who cover dependents on their 2015 medical and dental plans to provide documentation demonstrating each dependent's eligibility. The information from AON Hewitt will include further instructions with details on acceptable proof of eligibility for your currently covered dependents.

All employees will have the opportunity to remove ineligible dependents from their health and dental insurance during the audit without penalty. This will be an amnesty period during which Douglas County will not request repayment of any ineligible claims. Dependents who are determined to be ineligible during the audit, or for whom valid documentation is not supplied, will not be eligible for COBRA coverage offering. As mentioned, further correspondence in the coming weeks will instruct you on the necessary steps to take.

We are confident that you will give your full cooperation to this crucial initiative. We realize this process will require your time and effort; however, we have worked to make it as simple as possible.

Thank you for your cooperation.


Mary Ann Borgeson, Chair

Douglas County Board of Commissioners

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